



Position Description – Dean, School of Media and Communication

Position Details

Position Title: Dean, School of Media and Communication

College/Portfolio: Design and Social Context **School/Group:** Media and Communication

Campus Location: Primarily based at the City campus, and the potential to work across other RMIT campuses as required.

Classification: Executive Level 1 **Time Fraction:** Full time

Employment Type: Fixed Term

Fixed Term Reason: Executive Appointment

RMIT University

RMIT is a global university of technology, design and enterprise, committed to creating transformative experiences for students and making a meaningful impact through research, innovation, and engagement. For more information on RMIT University follow the links below.

<https://www.rmit.edu.au/about>

<https://www.universitiesaustralia.edu.au/university/rmit-university/>

<https://www.rmit.edu.au/about/facts-figures>

Our campuses in Melbourne (City, Brunswick, Bundoora, and Point Cook) are complemented by international campuses in Vietnam and a centre in Barcelona, Spain. We proudly acknowledge the Woi Wurrung and Boon Wurrung peoples of the eastern Kulin Nation on whose unceded lands our campuses are located. We are deeply committed to reconciliation and Indigenous self-determination, embedding these values throughout our policies, culture and structures.

<https://www.rmit.edu.au/about/our-locations-and-facilities>

Why Join RMIT?

Our people are at the heart of everything we do. At RMIT, we value innovation, collaboration and impact. Our values are the heart (durrung) of who we are and what we stand for at RMIT. They guide what we do, how we make decisions, and how we treat each other.



Inclusion Imagination Integrity Courage Passion Impact

Learn more about our values: <https://www.rmit.edu.au/about/our-strategy/values>

Organisational Accountabilities

RMIT is committed to the safety, wellbeing and inclusion of all staff and students. As a staff member, you are expected to comply with all relevant legislation and RMIT policies, including those related to: Equal opportunity, Occupational health and safety, Privacy and trade practices & Child safety standards:

Appointees are responsible for completing all required training and ensuring that they and their team members remain up to date on relevant compliance obligations.

Staff are expected to understand and support RMIT's child safe practices as part of their professional responsibilities. More about our child safety commitment: <https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety>.

Leadership at RMIT

At RMIT, leadership is not defined by position or hierarchy—it is a shared responsibility demonstrated by all staff, regardless of role or title. Leadership is grounded in our six core values, which guide and shape how we work together, make decisions, and create impact.

Effective leadership means consistently integrating these values into everyday actions and interactions, whether influencing a project outcome, supporting a colleague, or leading a team. All staff are expected to embody the principles of the *Be-Know-Do* Leadership Model:

Be – We are open and authentic, inclusive and empowering. We are purpose driven role models and communicators.

Know – We are self-aware, and understand our stakeholders, our sector and priorities.

Do – We set clear direction and expectations, we develop ourselves and others and promote mutual accountability to deliver results.

At every level, leadership at RMIT is about influence, contribution, and mindset. It is reflected in how we empower others, foster collaboration, and drive positive change through capability-building and alignment to strategic goals.

The College of Design and Social Context

RMIT's College of Design & Social Context brings together creative and practical study in the fields of design, technology and society.

Comprised of nine schools, the College encompasses a wide variety of disciplines of the built environment, education, media & communication, global & social studies and across all fields of art and design. It is this breadth of expertise and the shared commitment to addressing the most urgent challenges and opportunities of our time through interdisciplinary collaboration that gives the College its unique identity.

Our work makes substantive contributions to sustainability and regenerative futures, global and social justice agendas and exploring the nexus of technology and the human experience.

We seek to deepen our understanding and offer possible paths forward for society by addressing these issues with imagination, rigour, and practicality. We do this through excellence in education and research that is future-focused, industry-connected and community engaged.

With over 21,000 students in Australia and Vietnam – from undergraduate students to PhD candidates – learning and researching with a team of over 1000 academics, we are dedicated to fostering an environment that advances knowledge and transforms professional practice.

Through our highly respected research centres, groups and international partnerships, the College is having an impact globally with agenda-setting research that informs government policy, supports industry innovation and advances creative practice.

The College has a significant presence in Asia and Europe through higher education programs and active research projects. This includes programs at RMIT's Vietnam campus and with partner organisations in Singapore and Hong Kong, and research activity at RMIT Europe, the University's innovation hub in Barcelona.

The College is recognised globally for its standing across numerous fields with Art and Design maintaining its number one spot in Australia and the Asia-Pacific, and 19th globally, in the 2023 QS World Rankings by Subject. Architecture and the Built Environment ranks second in Australia and 25th globally while Communications and Media Studies is ranked fourth in Australia and in the top 50 globally.

For more information see www.rmit.edu.au/dsc.

The School of Media and Communication

The School of Media and Communication pushes the boundaries of digital knowledge creation and future-focused practice. The School has a deep engagement with industry and the community that allows research and teaching to respond creatively and innovatively to global conditions.

In the most recent *QS Rankings by Subject*, RMIT was ranked highly in the world for *Communication and Media Studies*.

The School is home to a vibrant community of practitioners, theorists and thinkers in communication, creative writing and publishing, screen, culture, digital ethnography, new media, journalism, public relations, advertising and music industry. The School has a strong international focus set to drive careers to succeed in the global context with programs and courses offered in Melbourne, Vietnam and Singapore.

The School embraces agility and flexibility to drive a field that is always evolving with emerging specialisations and new roles in an increasingly changing world. Extending the reach for excellence, teaching spaces have been adapted to meet world-class standards.

Partnership with industry and the community ensures we keep abreast of changing industry needs and new technologies of teaching and learning, supporting students in moving fluently between the classroom, the studio and the workplace. Work integrated learning is just one way of many in which the mutual benefits of industry and community partnerships are realised, connecting students directly to real-world projects that result in tangible outcomes.

A multidisciplinary network of research endeavour brings together experts across disciplines. Adopting a creative, critical and playful attitude to research, celebrating disciplinary diversity and leading in the development of practice-led approaches.

For more information, visit www.rmit.edu.au/about/our-education/academic-schools/media-and-communication

Position Summary

Reporting to the Deputy Vice-Chancellor in the College of Design and Social Context, the Dean provides strategic, academic and operational leadership of the School of Media and Communication. The Dean is accountable for the School's strategic direction and overall performance including financial sustainability, teaching and learning, research, student experience and industry and community engagement.

The Dean leads the School Executive to develop and deliver the School's strategic vision and objectives ensuring alignment with the College and University's strategic priorities, mission, and values. This includes responsibility for delivery

of teaching, learning and research activities, financial and academic resource planning, delivery of agreed performance targets and contribution to College-wide strategy through active participation as a member of the College Executive.

The Dean ensures:

- the effective governance, academic resource management and administration of the School;
- the provision of an outstanding, innovative and future-ready learning environment and high-quality academic programs and courses designed for a rapidly changing world;
- a high-performing research environment with a culture of collaboration, innovation and impact;
- strong student outcomes and an inclusive environment that advances diversity, equity and inclusion.
- The ongoing development and stewardship of the School's reputation, impact and engagement through outward-focused connections with industry, alumni, media, government and philanthropic partners.

The Dean fosters a culture of excellence and engagement and champions an interdisciplinary approach collaborating with other Schools and portfolios.

The Dean is responsible for accreditation of relevant programs and for maintaining positive and productive relationships with relevant associations and professional peak bodies.

Reporting Line

Reports to: Deputy Vice Chancellor, College of Design and Social Context and VP RMIT University

Direct reports: 5-8

Key Accountabilities

The Dean, School of Media and Communication is accountable for:

Strategic Leadership, Operational and Financial Management

- Provide strategic leadership and direction for the School, setting and delivering a clear vision aligned with College and University priorities.
- Lead the development, implementation and monitoring of the School's strategic and operational plans, including achievement of agreed performance targets.
- Ensure effective governance, risk management and compliance with University policies and regulatory requirements.
- Oversee the financial performance of the School including budgeting, resource allocation and financial resources in line with College and University objectives and KPIs.
- Support the College's shared services model and cross-school collaboration.
- Provide academic leadership to the staff within the School including oversight of recruitment, staffing profile, diversity and inclusion and career development and performance.
- Advance and elevate the School's international learning and teaching, research, and engagement activities.

Teaching and Learning

- Provide leadership to enhance the quality, impact and reputation of the School's teaching and learning activities.
- Foster excellence in curriculum design, pedagogy and assessment ensuring a high-quality and inclusive student experience that supports student success, retention and employability outcomes.
- Ensure continuous improvement of the School's learning and teaching activities including relevance, viability, and quality of its academic programs and courses.

- Lead accreditation processes and ensure compliance with relevant professional and regulatory requirements.

Research & Innovation

- Provide leadership to enhance the quality, impact and reputation of the School's research and innovation activities.
- Foster a high performing research culture that supports collaboration, interdisciplinarity and innovation.
- Mentor and support emerging and established academic leaders, capability building and career progression.

Industry and external engagement

- Drive growth in industry collaboration in relevant disciplines and professional areas including WIL and industry engaged learning.
- Enhance the profile and market position of the School and College locally, nationally and internationally.
- Leverage strong relationships with relevant professional, community, industry and accreditation bodies to understand current and emerging issues and needs of the community and professions, and build commercial opportunities for the School and College.
- Engage alumni and external stakeholders to support advancement and philanthropic activities.

People and Culture

- Lead the further development of a culture of excellence, collaboration, innovation and accountability.
- Oversee recruitment, performance development, succession planning and workforce capability.
- Support staff wellbeing, engagement and professional development.
- Lead and model University values and expected leadership behaviours.

College and University contributions

- As a member of the College Executive team, work collegially and constructively to advance the strategic priorities of the College.
- Collaborate with College portfolios, other Schools and Enterprise portfolios to deliver shared priorities and initiatives.
- Represent the College internally and externally as required by the Deputy Vice Chancellor
- Support whole-of-University initiatives, change programs and organizational transformations.

Key Selection Criteria

1. Proven successful senior leadership experience in a university in pursuit of academic excellence.
2. A demonstrated ability to develop and successfully implement a vision and plan for the School, within budget and organisational framework and aligned to College and University strategic plans;
3. Significant academic and/or professional standing at international level in areas relevant to the School, including demonstrated capacity to build and foster high quality education and research, and build and lead high performing teams.
4. Established research track record in a discipline relevant to the school, with demonstrated capacity to grow research across disciplines and in collaboration with industry, business and/or government
5. A demonstrable record of operating in a complex environment and applying sound business and commercial acumen characterised by evidence-led decision making.
6. Capacity to exercise academic leadership to enhance the standing of the School and College locally, nationally and internationally including a significant record of achievement in research and publication;
7. Deep and demonstrable knowledge of the media and communication sector including of relevant regulatory requirements;

8. Outstanding interpersonal and communication skills and the ability to collaborate, network and build relationships within the organisation and with external stakeholders;
9. Proven ability to combine a collegial style with decisive, clear thinking, creative solutions and practical implementation strategies.

Qualifications

Tertiary qualifications, including a PhD in a relevant discipline and outcomes that meet the RMIT's Professorial criteria. Member of associations/ accreditations that are applicable to the role.

Working with Children Check

Appointment to this position is subject to holding a valid Victorian Working with Children Check and other checks as required by the specific role. Maintaining a valid Working With Children Check is a condition of employment at RMIT.